

HALLÉ CONCERTS SOCIETY

NO. 2, SECOND VIOLIN Recruitment information pack



Hallé Concerts Society
The Bridgewater Hall
Manchester M1 5HA
<https://halle.co.uk/>

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BACKGROUND

Innovation has been central to the Hallé since its foundation in 1858 by Sir Charles Hallé, a true pioneer. His fundamental belief that music should be for everyone remains central to the orchestra's vision today, yet the Hallé is much more than just a world-beating symphony orchestra. Its collective spirit can be felt in the variety of communities it embraces, the diversity of the ensembles it nurtures and the array of different concerts it offers.

'After more than two decades with Elder as Music Director, orchestra and conductor seem to think, breathe, feel as one.' – The Guardian, July 2023

Since 1858, Sir Charles Hallé's ground-breaking work has been continued by other musical legends: Hans Richter, Hamilton Harty, John Barbirolli and Sir Mark Elder. The 2023–24 season is Sir Mark's final one as Music Director: he will be stepping aside after almost a quarter of a century at the helm. From the 2024–2025 season, Sir Mark takes the role of Conductor Emeritus and passes the baton to Kahchun Wong, who opens a new chapter for the Hallé as Principal Conductor and Artistic Advisor.

Sir Mark Elder bookends the 2023–2024 season with two very special Mahler symphonies (Nos. 9 and 5). Overflowing with extraordinary music, stellar artists and exciting new collaborations, the season includes orchestral, operatic and choral showpieces such as Elgar's *Enigma Variations*, Verdi's *Simon Boccanegra* and Ravel's *Daphnis and Chloe*. Thomas Adès, one of the most celebrated living composers and conductors, joins the Hallé for the first of two seasons as Artist-in-Residence.

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At the heart of the Hallé are its players, led by their dynamic Leader, Roberto Ruisi. Hailing from over 14 different countries, they are extraordinary, multi-skilled individuals in their own right – soloists, chamber musicians, educators and more – who, when united in concert, create the unique and world-famous Hallé sound.

Originally based in Manchester's Free Trade Hall, the Hallé has been resident at the specially built Bridgewater Hall, one of the world's great concert venues, since it was opened in 1996. Hallé St Peter's opened in the resurgent area of Ancoats in 2013 and now includes the triple RIBA Award-winning Oglesby Centre. It provides a home for the Hallé to rehearse, record and perform, as well as a base for Hallé Connect, the banner that unites all the Hallé's varied schools and community work.

The Hallé performs to over 100,000 people annually at The Bridgewater Hall and this season its expanded offering includes hour-long immersive Rush Hour concerts, specially devised family performances and a series of unique collaborations with celebrated artists from other genres in 'The Hallé Presents ...'. Hallé St Peter's hosts a series of relaxed concerts and an incredibly popular lunchtime Chamber Series that frequently attracts capacity audiences.

One of the biggest initiatives of its kind in the world, Hallé Connect's education and outreach projects inspire and engage more than 76,000 people a year, bringing music in its broadest sense to many who have never before visited a concert hall. The ever-expanding family of ensembles welcomes over 700 people, aged eight and upwards, through its doors each week.

In addition, the Hallé holds residencies in major cities across the North West, performs regularly at prestigious international festivals, such as Edinburgh and the BBC Proms, and tours overseas, reaching another 70,000 listeners, both here and abroad. Encouraged by an enhanced social media presence, the Hallé has seen a dramatic increase in younger audiences, as well as the launch of its own record label, filmed concerts released online, expanded repertoire with brand-new commissions and numerous awards, including a 2022 South Bank Sky Arts Award.

DIVERSITY, INCLUSIVITY AND RELEVANCE

The Hallé Concerts Society is embedded in its city and aims to reflect the great diversity of Greater Manchester in all areas of its work: musicians, staff, Board participants and audiences.

Our ambition is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result. We're committed to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to

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all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of teams reflecting the activities and communities they serve.

We operate an Equal Opportunities Recruitment Policy and welcome applications from all sections of the community. We would particularly welcome applications from applicants who identify as disabled, D/deaf, and/or neurodivergent who can bring their own lived experience to this role. The Hallé will provide support to ensure that you feel comfortable stepping into the organisation, the type of which may be new or unfamiliar to you, so that you can feel your best self at work. Mentoring or training will be provided during the induction period, if required.

ASSOCIATE ARTISTS

Sir Mark Elder - Music Director

Kahchun Wong - Principal Conductor and Artistic Advisor (from September 2024)

Euan Shields - Assistant Conductor and Hallé Youth Orchestra Director

Roberto Ruisi – Leader

Matthew Hamilton – Choral Director

Thomas Adès – Artist-in-Residence

More information on all our Associate Artists can be found by following this link:

<https://halle.co.uk/who-we-are/conductors-and-artists/>

THE POST

As No. 2, Second Violin you will sit up and lead the section as and when required. There are 12 contract Second Violins and positions 1-4 are numbered. The current Section Principal is on a 70% contract.

The permanent string strength of the orchestra is currently 14 / 12 / 10 / 8 / 6 and these numbers are increased for relevant concerts using freelance players.

The Orchestra's contract guarantees a minimum of 430 sessions or calls in a year. A session will be not more than 3 hours and often less (e.g. a concert which are normally 2 hours). This is also the maximum

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that you will be required to undertake without your agreement and additional pay. There are checks and balances in place to prevent overwork such as a maximum number of sessions in a day (2), a week (12) and a free day structure which equates to 2 days a week free plus statutory holidays etc. Up to 10% of sessions may be taken off, without pay, by agreement with the Head of Concerts. The Orchestra break for 5 weeks paid holiday in the summer, usually in one period.

SALARY

The salary for the No. 2, Second Violin will be £41,507 pro rata.

BENEFITS

SICKNESS PAYMENTS/HEALTH INSURANCE/LIFE ASSURANCE

Payments for absence due to sickness will be made in accordance with the Society's sickness policy arrangements. In addition, the Society's employees are able to join generous permanent health insurance and life assurance scheme. Further details are available on request.

PENSION ARRANGEMENTS

The Society currently has a contributory pension scheme details of which can be provided to shortlisted candidates.

OTHER BENEFITS

- Complimentary staff tickets to Hallé concerts (subject to availability)
- Support for physiotherapy treatment
- Cycle to Work scheme
- Employee Assistance Programme, providing advice and support to employees and their families

INSTRUMENT INSURANCE

The Hallé also insures members of the Orchestra's instruments.

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HOW TO APPLY

The administrative arrangements in respect of this appointment are being undertaken by Assistant Orchestra Manager, to whom completed applications should be returned by 12pm Friday 15 March 2024.

Download the application form and Equal Opportunities form from our website, <https://halle.co.uk/>
Complete and submit them via email to: rosie.sutton@halle.co.uk

THE RECRUITMENT PROCESS

All applicants, wherever possible, will be given an audition. We may be unable to offer auditions to all players who apply and, if this is the case, players' CVs, including references, and past professional experience will be taken into account. Former education and higher education qualifications will not be taken in account when shortlisting.

AUDITIONS

Auditions dates and venue are to be confirmed.

Following a successful audition, applicants will be invited to play in the Orchestra on a trial basis for rehearsals and concerts. This may be for more than one period of work. The successful candidate will, at some stage, have played under the direction of the Music Director. Some players may also be recruited for trial periods with the Orchestra without audition; however, in such circumstances, they will still be required to give an audition at some point in the selection process (probably during or following one of the trial periods).

During this period, trialists will also be required to have an interview with the Head of Hallé Connect and Head of Concerts.

RIGHT TO WORK

The post is contingent upon the candidate providing satisfactory evidence of an entitlement to work in the UK. Generally, this means showing a British passport, a passport from a country within the European Economic Area (EEA), or a passport from a non-EEA country, which gives the right to work in the UK.

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DBS CHECK

The post holder may be asked to satisfy a Disclosure and Barring Service check for working with children, young people and vulnerable adults.

FURTHER INFORMATION

For further information or to clarify any points relating to this appointment, please contact:

Rosie Sutton (Assistant Orchestra Manager) rosie.sutton@halle.co.uk / 07949 387313

- Directly responsible for dealing with your application and trial period etc.

Chris Lewis (Orchestra Manager) chris.lewis@halle.co.uk / 07702 685277

- For information on the application process and auditions etc.

Jenny Nicholls (Head of Concerts) jenny.nicholls@halle.co.uk / 0161 237 7000

- Will give any information you require at the later stages of recruitment.

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NO. 2, SECOND VIOLIN AUDITION REQUIREMENTS

Please prepare the following ahead of your audition:

1st Round (screened audition):

One piece of your choice which contrasts a Mozart concerto (3 minutes maximum)

2nd Round (audition with a panel):

The 1st movement of any Mozart Concerto (no cadenza)

And

Orchestral Excerpts:

BEETHOVEN	Symphony No. 1	Mov. II, bar 1 – 26
BRAHMS	Piano Concerto No. 1	Mov. III, fig E – 263
ELGAR	Enigma Variations	Var. II – whole variation
MAHLER	Symphony No. 4	Mov. III, bar 17 – 31
BACH	B minor Mass	No. VI, Laudamus Te, bar 1 – 30 (solo)
STRAUSS	Also Sprach Zarathustra	Bewegter – two before fig. 4
BRUCKNER	Symphony No. 9	Mov. IV, bar 57-64
MOZART	Symphony No. 39	Mov. IV, bar 1-42